NEW PHAZES

Volume: 4 **Issue:** 2 **Date:** October, 1990

Dear Community,

You really are just that...Very dear to the women of New Phazes. Without you-the readers-there would be no reason for our efforts. So thank you all for your support.

Lately we've been trying to prod you all with guilt...entice you with food, women, and pajama parties...and ride you hard to get up more interest and involvement in the newsletter. Well guess what-it's starting to work! We've had good turn outs at the past two collating parties--hats and pajamas off to those who showed up.

Thanks also to those who paid their advertising bills. We hate to get bogged down in money matters and no one likes to beg. If everyone pays their part, we won't have to continue to harp on that issue. Please Note: If you send in a classified ad, we will not bill you. It's much easier just to count your words, multiply by 10 cents and send the money with your ad. Our new policy is: we will not run a classified ad unless accompanied with the payment. Remember, if you have any problems with your ads; if you have questions, concerns, comments, please call us. Office hours are still Wednesdays 3 - 6 p.m. at Copy Cat Reproductions at 473-3727.

A good point was made in a letter from one of our readers. How exactly do we (or you for that matter) know when your year's donation is due? Sorry that we haven't been too clear on that, but even as you read this, stamps are being developed to notify you a month in advance on your New Phazes copy. Patience from all is appreciated.

Collating for this month is October 30th - 6 p.m. at Copy Cat.
See you there!!!

Don't forget October 11th is National Coming Out Day!!

Staff

CONTACTS:
Send information & mail list changes to:
NEW PHAZES
P.O. Box 6485
Colorado Springs, CO. 80934
or call 475-2466

NEW PHAZES
FOUNDING MOTHERS
Pat Beville
Deb Contreras
Tam Bartlett
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Cate Terwilliger
Vivian Roach
Vicki Fulgenzi
Sandy King
Jacquelyn Beyer
M.L. Newburn
Vicki Salmonese
Kathy Limborg
Tami Gaylor

1990 September 30 - November 10 1990

Calendar of Events

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sept 30	Oct 1	Oct 2 12:15pm UCCS Women Discussion: Brooks Room 8:00pm Gay A.A. Meeting	Oct 3	Oct 4 Sisters of Sappho 471-2244	Oct 5 8:00pm Gay A.A. Meeting Pikes Peak Paradise Mt. Bike Aspen Tour Weekend Call (719)687-6656 or 1-800-728-8282	Oct 6 8:00pm Gay A.A. Meeting Pikes Peak Paradise Mt. Bike Aspen Tour Weekend
Oct 7 Pikes Peak Paradise Mt. Bike Aspen Tour Weekend	Oct 8	Oct 9 12:15pm UCCS Women Discussion: Brooks Room 8:00pm Tuck & Patti - Boulder Theater 8:00pm Gay A.A. Meeting	Oct 10	Oct 11 NATIONAL COMING OUT DAY!!! Sisters of Sappho 471-2244	Oct 12 8:00pm Gay A.A. Meeting	Oct 13 8:00pm Gay A.A. Meeting
Oct 14	Oct 15	Oct 16 8:00pm Gay A.A. Meeting	Oct 17	Oct 18 Sisters of Sappho 471-2244	Oct 19 8:00pm Gay A.A. Meeting	Oct 20 8:00pm Gay A.A. Meeting RAMONA'S LAST BAND
Oct 21	Oct 22	Oct 23 12:15pm UCCS Women Discussion: Brooks Room 8:00pm Gay A.A. Meeting	Oct 24	Oct 25 Sisters of Sappho 471-2244	Oct 26 8:00pm Gay A.A. Meeting	Oct 27 8:00pm Gay A.A. Meeting
Oct 28	Oct 29	Oct 30 12:15pm UCCS Women Discussion: Brooks Room 8:00pm Gay A.A. Meeting COLLATING COPY CAT 6:00	Oct 31	Nov 1 Sisters of Sappho 471-2244	Nov 2 8:00pm Gay A.A. Meeting	Nov 3 8:00pm Gay A.A. Meeting
Nov 4	Nov 5	Nov 6 12:15pm UCCS Women Discussion: Brooks Room 8:00pm Gay A.A. Meeting	Nov 7	Nov 8 Sisters of Sappho 471-2244	Nov 9 8:00pm Gay A.A. Meeting	Nov 10 8:00pm Gay A.A. Meeting

9/20/1990

Reader's Forum

New Phazes,

I noticed New Phazes in an old issue of Lesbian Connection. I thought I'd drop you a line in hope that you may in some way be able to assist me. I would like to correspond with gay women living in Colorado. I am from Australia and am interested in the U.S., especially Colorado.

I will leave you my details in case you wish to put it in your newsletter. I'd like to hear from women who enjoy corresponding, single or otherwise and any age.

Name: Eve Age: 32 Birthdate: Oct. 7th Single
Living in Melbourne, Victoria, Australia
Pets: 2 cats
Occupation: Jeweller
Working now for Publishing Co.
Interests: Photography, Art, Music, Travel, Animals, Baseball, Reading, Meeting People, Designing and Manufacturing Jewelry, Native American Indians
Have visited the U.S. twice.

Thank you for your time. Hope to hear from you.

Eve

*****

Due to unforseen circumstances, the Second Annual Lesbian and Gay Congress location has been changed. The popular event is still scheduled for September 21 weekend, but the events set for Saturday, September 22 will be happening at the Capitol Hill Days Inn, Colfax at Marion.

The Congress features radical fairy Harry Hay as keynote speaker. Harry Hay connects gay-and-lesbian spirituality to political action. Long known for his activism and theories of gayness, Hay promises to give a provocative presentation to the Congress.

Other events of the three-day Congress include a Meet Your Legislator reception at the Denver Press Club, skill building workshops for activists, and choosing the new Steering Committee for the Colorado Gay and Lesbian Task Force (CGLTF). This is an opportunity for those who have considered getting involved to take that next step.

The Congress fee is $25.00 for CGTLF members and $40.00 for non-members. Non-members and renewing members may pay the $40.00 fee and join/rejoin the Task Force at a reduced rate. Advance registration is required. There will be now walk-in registration. Interpreting for hearing impaired will be provided as needed, and the hotel is wheelchair accessible. Vegetarian fare is available. A scholarship fund has been established for those who cannot afford Congress costs.

For registration forms or more information, call CGLTF at 830--2981, or outside the Metro area, call 1-800-444-2981.

*****

The people and minister of Holy Spirit Episcopal Church invite their brothers and sisters in the community to share communion Sundays at 9:30 a.m. Phone: 471-7010

*****

Dear New Phazes,

You continue to do a fantastic job of networking , providing information, creating a forum for women and their supporters to share opinions and feelings, nourishing all women who greatly need it in this repressive society and standing strong for lesbian rights and lesbian needs. You are a breath of fresh air in the community. Keep up the good work. Enclosed is a donation to help. It might be a good idea to have a reminder issue ;to cue people into their annual donation. I always think I just did it but really I have no idea when I wrote the last check.

Power and Peace Jere

*****

Dear New Phazes,

I'm a member of U.S. Swim and Fitness on Fillmore and have noticed a number of other lesbians using this facility. I think it would be fun to put aside a night or afternoon to converge, meet, workout and sweat a bit together. What about Mondays from 4-6 p.m. and Saturdays 10-12 p.m.?

Are any of you interested in this idea? I definitely am and will try to be at the gym at these hours. Please let me know if you are interested or have other times or days to suggest. You can call New Phazes on Wednesdays 3-6 p.m. at 473-3727. Thanks!

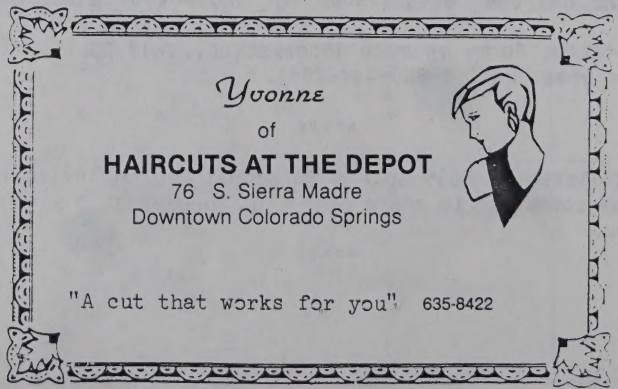
Tami Gaylor

Kay Leigh Hagan, feminist writer and speaker is being brought to Denver by the Gay and Lesbian Community Center of Colorado Womyn's Project. "Codependency and the Myth of Recovery" will be the topic of her lecture and speakout on Friday night, October 12th from 7:30 p.m. to approximately 9:30 p.m. The lecture will be followed by a workshop for women, "The Wilderness of Intimacy: Control and Connection" on Saturday, October 13th from 9:30 a.m. to 4:30 p.m.

Both events will be held at St. Thomas Episcopal Church at 2201 Dexter St. in Denver. It is wheelchair accessible. Fees are $10.00 for the lecture and $75.00 for both the lecture and the workshop. Sliding scale as well as scholarship or creative financing is available.

Kay Hagan will also be signing her book Internal Affairs: A Journalkeeping Workbook for Self-Intimacy at the Book Garden, 2625 E. 12th Ave. Denver, Co (303) 399-2004 from 5 p.m. - 6 p.m. on Saturday, October 13th.

For more information call--Lise' M. at 777-7746.



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New York Strip

10 oz. prime cut New York Strip, served with soup or salad, potato and vegetable, dinner bread and butter. $8.50

Rib Eye Steak

Cooked to your preference. Served with soup or salad, potato and vegetable, dinner bread and butter. $7.50

Broiled Breast of Chicken

Whole breast of chicken broiled to perfection, prepared with lemon butter or teriyaki sauce, soup or salad, potato and vegetable, dinner bread and butter. $6.25

Prime Rib

7 oz. premium cut Prime Rib, served with horseradish sauce, soup or salad, potato and vegetable, dinner bread and butter. $7.50

Hamburger and French Fries

1/3 lb. fresh ground hamburger, garnished with lettuce, tomato, onions and pickles. Served with fresh cut French fries $3.75

Sunday Brunch

Noon-3:00 p.m.

Deluxe Chef's Salad

Garden fresh lettuce surrounded by Danish ham, roast beef, Swiss and American cheese, garnished with tomato and boiled egg wedges. Served with bread and butter, and your choice of home made salad dressings $4.25

Chef's Pasta Special

Ask your server for tonight's selection. Served with soup or salad, vegetable, dinner roll and butter. $5.75

Side Orders

Home made soup, bowl $2.00
Cup $1.25

Garden Salad $1.50

French fries, regular $1.25
Large $1.75

Dessert of the Day $1.50

Beverages .75
(Coffee, Iced Tea, Hot Tea, Soft Drinks)

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With cheese $3.95

Chef's Salad

Garden fresh lettuce surrounded by Danish ham, roast beef, Swiss and American cheese, garnished with tomato and boiled egg wedges. Served with bread and butter, and your choice of home made salad dressings $3.75

Daily Sandwich Special

Ask your server for today's choice. Includes chips and pickle spear $3.50

Soup and 1/2 Sandwich

Includes cup of soup and one half sandwich $3.25

Salad and 1/2 Sandwich

Salad with your choice of dressing and one half sandwich $3.25

Soup and Salad Combination

Includes cup of soup, garden salad, roll and butter, choice of dressing $2.95

Side Orders

Home made soup, bowl $2.00
Cup $1.25

Garden Salad $1.50

French fries, regular $1.25
Large $1.75

Dessert of the Day $1.50

Beverages .75
(Coffee, Iced Tea, Hot Tea, Soft Drinks)

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Pet Peeves

As pet owners, we have a great responsibility in the choices we make for their well being. Taking the time to watch and understand your pet's habits and behavior may save you from having to deal with an emergency situation.

This is especially important for cats, as they can go downhill so rapidly if their elimination process is not regular. If they have diarrhea they may become dehydrated or if they are constipated, as few as 3 days can set up a life/death situation. Never hesitate to consult with your vet on this, or think your pet will just get better on his own. You cannot afford to wait!

One way to check on your cat is to clean his litter box daily, and watch for loose or runny stool, and also be sure he is going! Daily cleaning is the best way to see if there is a problem, and also helps prevent kitty from finding a clean location to do his business! A cat's sense of smell is so acute, if you were to compare it to ours, it would be 400-500 x as great. So, if you can smell kitty's box...well, you get the idea!

The type of food you choose to feed your pet will determine the amount of stool you have to clean up, the condition of his skin and coat, the amount of nutrients he receives, and his overall health and appearance. So much is involved in your choice, and usually your pet's health will tell you if you've made a good one! Check his skin and coat. Is it dull, dry or flaky? Oily, or have an odor to it? Is he overweight or sluggish? Is there excess shedding or loss of hair? All these can be an indication of a poor diet.

Cats have different dietary needs than dogs, and I will cover a few of the ones that seem to be of most concern.

* Magnesium: For years pet professionals have advocated low ash diets for cats to aid in preventing Feline Urological Syndrome (F.U.S.). Ash contains all the minerals in the body(Ca, P, Cl, Mg, etc.) but it is the magnesium that is the contributing factor to F.U.S. The tendency for F.U.S. to occur increases as the magnesium content exceeds 0.10% or 20 mg/100 Kcal of diet. (Commercial foods avg. 0.15% magnesium.) Low ash foods often have inverse calcium-phosphorus ratios. It is important to have the proper ash (2% canned, 7% dry) and the proper magnesium level in the diet. If the ash and magnesium level is not listed on the label or provided with the product literature, request it from the manufacturer.*

* Cats require twice as much protein as dogs. Young animals require more than adults. The higher the quality protein, the less that is required. Protein supplied in excess of the body needs is not stored but burned for energy. Excess protein may also be harmful to the kidneys. Proteins are composed of 23 different essential amino acids (EAA). All animals need all of these amino acids and can synthesize many of them in sufficient quantities. However, the dog requires 10 and the cat requires 11 of the EEA be supplied in the diet. Cats also must have taurine in the diet. This EEA is found in liver, shellfish and meat but is low in plant proteins. If deficient, cats develop retinal degeneration and blindness. Vitamins are also important in proper amounts, as are minerals. It is the balance that is important, and attempting to supplement an inadequate diet often creates further deficiencies and imbalance. It is much better to change to a diet known to contain the proper balance of each. Cats require preformed vitamin A, found only in animal tissues, due to an inability to convert betacarotene, present in plant sources, to vitamin A. Cats cannot convert tryptophane to the B vitamin Niacin, and therefore require additional niacin in the diet. (Again, the manufacturers of preium pet foods have taken all this into consideration, so there should be no need for supplementation.)

* Foods that are high in digestibility are more expensive but the cost per feeding is about the same due to reduced volume needed to maintain optimum weight and nutrition. (It has been my experience, and clients have confirmed it, that 1/2 the amount of premium food is required versus the commercial foods.) The net weight is important for comparison in price. A 3 1/2 oz can at $.35 really costs $1.60 per pound! The guaranteed analysis on the label does not tell you the actual amount of ingredient listed nor anything about the quality of ingredients. Look for:

Dog food: canned - at least 4% fat and 2% calcium, and not more than 75%water.
dry - at least 10% fat, 25% protein for growth, 20% protein for maintenance.

Cat food: canned - at least 10% protein, and 5% fat. Not more than 2% ash, & not more than 75% water.
dry - at least 30% protein & 10% fat. Not more than 7% ash.

(* Information obtained from Hill's Pet Products)

There is more information available on pet foods from each manufacturer. Most have an 800 # you can call directly. Your vet, and pet stores also have info. The best test is your own pet. Stool volume you will notice immediately, drastic changes in skin or coat will take 2mo to 1 year. The body needs time to adjust also, so introduction of a new food should be gradual over 7-10 days, adding a little more each day. Next issue: Tips on housebreaking !

- Kathy Limborg

Creative Corner

The staff of New Phases is proud to present this new edition to our paper. Creative corner is intended to reflect the talents of women in our community. Please continue to submit your poems, short stories and sketches to us.

Drifting off to Sleep

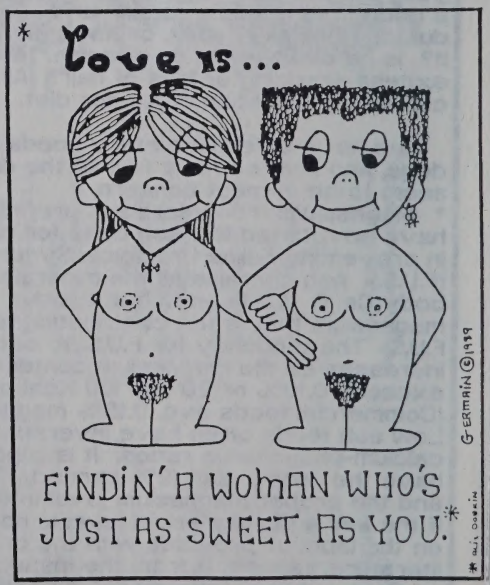
slipping
and
sliding
into your wetness
reaching deeper and deeper
spinning,
dancing
sliding into your heart.

rd/89

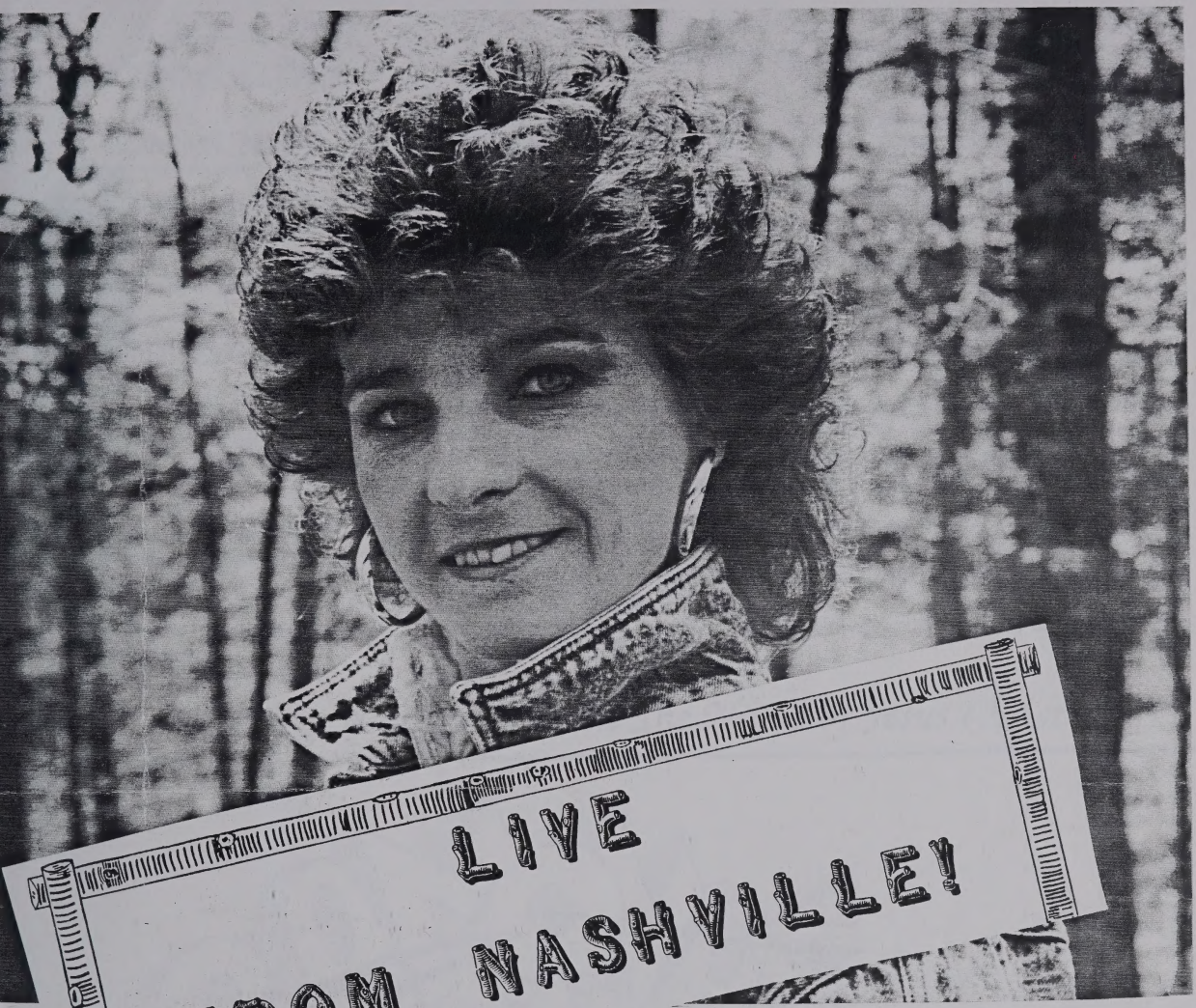
* *Looking Down*

by Elizabeth Jo Pierce

Why are you always
looking down
What do you see
there on the ground
Why can't your stare
turn to the skies
And in the journey
catch my eyes



* Reprinted from Common Lives/Lesbian Lives #34 Spring 1990 page 87 & 91



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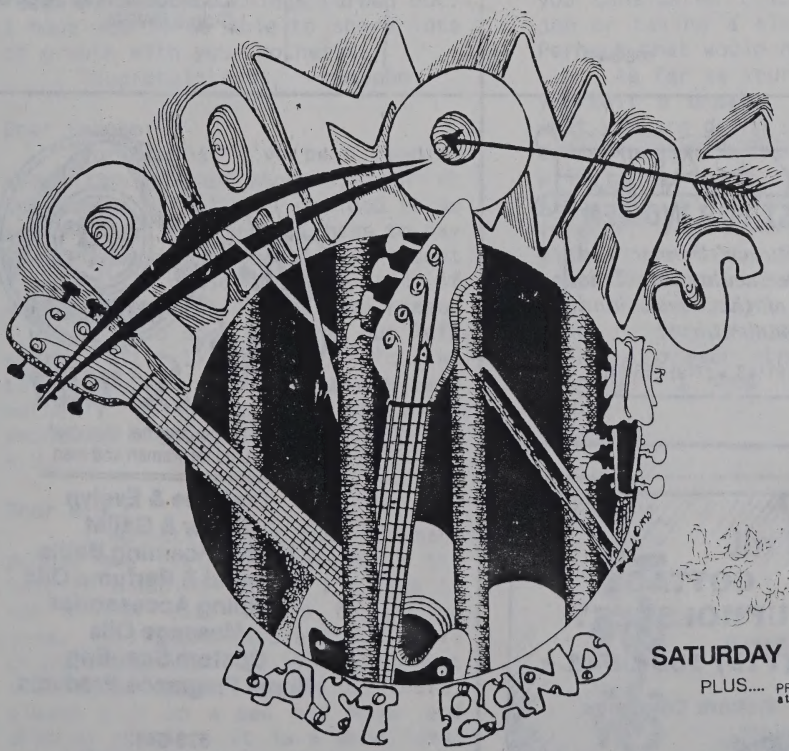
SUNDAY WORSHIP: 12:30 P.M.
Call Church Office for Location

Marianne G. McPherson, Pastor
Office Hours 4 - 6 P.M., M/W/F

All activities listed below take place at the Church Office, unless otherwise specified.

Summer Volleyball – Mondays at 6 p.m., Mineral Palace Park.
Fall Football (On TV) – Mondays at 6 p.m., location to be determined.
Mid-Week Praise and Prayer every Wednesday at 7 p.m.
Live and Let Live – Gay AA meeting every Friday at 8 p.m.
Co-Dependency Support Group – Each Saturday of the month (except 3rd) at 7 p.m.
Church Pot Blessing – every 1st Sunday of the month at 2 p.m., different locations.
Bowling Fun!! 1st Thursday of the month, 8 p.m., Belmont Lanes.
Church Dance – every 2nd Friday of the month, 9 p.m., True Colors, (719) Colorado Springs.
Saturday Night Live – every 3rd Saturday of the month, 7 p.m., different locations.
PFLAG – Parents & Friends of Lesbians & Gays; 3rd Monday of the month at 7 p.m., St. Leander's Church.
Women's Support Group – last Friday of the month, 7 p.m., 853 East Abriendo.

Meeting Human Need In The Name of Jesus Christ



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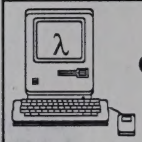

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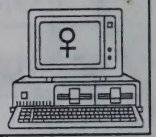

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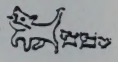

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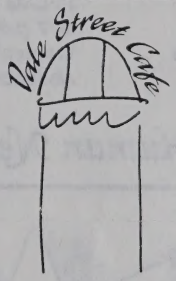

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In The Old Town Plaza

Dear Sappho

Dear Sappho:

I wrote to you in June, and you printed my letter in the July issue. I wanted to update you. My mother did come, and I did tell her I am gay. At first, she took it pretty hard. She cried and asked where she went wrong. But by the end of her visit (two weeks), she could talk to me about it. She wanted to know what it was like being gay and living in this society. She seemed to understand it was difficult. When she left, she told me she loved me, and I shouldn't be afraid to talk to her about anything. I feel really good about the whole thing. I'm glad I did it. I wanted to let you know and also let your readers know coming out can be a positive experience. Thanks. --R.W.

Dear R.W.:

Thanks for your letter. I am so glad things went well. And I appreciate you letting me (and our readers) know how things turned out. I hope you'll be able to share lots of growth with your mother.

Congratulations. --Sappho

Dear Sappho:

For months, I've been reading about the lesbian shopping hour at Cub Foods. Finally, I decided to go and see what I'd find. I have to say I was disappointed that I didn't meet anyone. I couldn't even tell if anyone was there for the same reason I was. I did some shopping but left shortly after I got there. I'd like to know if other lesbians are actually going to Cub Foods on Wednesday nights. Do you know? --H.H.

Dear H.H.:

I honestly don't know how many people are taking advantage of the lesbian shopping hour. I'd like to ask all of our readers to let us know. Are there lesbians out there on Wednesday evenings looking to meet other lesbians? If you're out there, please pick up a pen and paper and drop me a note. It is a good idea; it would be a shame if no one was taking advantage of it. So, H.H., I will let you know what I find out from our readers. Thanks for asking. --Sappho

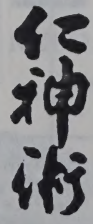
Dear Sappho:

This Fall, I started back to school after twelve years. It's been rough working, going to school, and maintaining a relationship. So far, I've been making it. My lover is being really supportive. She's great. It's me who is feeling guilty for being so busy. I've thought about quitting school, but I really want to stick with it. I've also thought about quitting my job, but financially, I really can't. I wish I knew what to do.
--Going Crazy

Dear Going Crazy:

Don't go crazy; there is no need. It is difficult maintaining all of those things, yet it sounds like all of them are important. Have you considered finding a part time job or taking a class or two less? Perhaps that would help.

As far as your guilt.... Give yourself a break. Understand that what you are doing right now is time consuming and hard, but the rewards will be worth it in the long run. Also, it will not be like this forever. Your lover seems to be okay with it so far. Try gaining some peace from her. Between the two of you, I am sure you will be able to make it through the storm. Keep talking to each other and exploring options. I hope it works out for you.
--Sappho



Jin Shin Jyutsu

Karen L. Keller

632-5680

KUNC and KDHT welcome

WINDHAM HILL JAZZ RECORDING ARTISTS

Tuck & Patti

Tues., Oct. 9 • 8pm
Lincoln Center
Ft. Collins

Wed., Oct. 10
8pm
The Boulder Theater

Stand-up Therapist!

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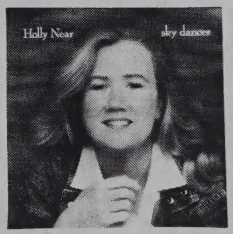

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Bits & Pieces

AN AWAKE "NIGHT COURT"

A recent episode of NBC's NIGHT COURT ridiculed not lesbians, but anti-lesbians stereotypes.

A journalist is assigned to interview Harry, the judge. When prosecutor Dan Fielding learns the journalist is a lesbian, he's surprised, because he thought all lesbians wore flannel and looked like Pete Rose. The journalist responds that she thought she was coming to a courtroom--not a junior high school. In the end, Harry and dan ask her not to tell anyone how stupidly they acted.

We need more programming poking fun at stereotypes, rather than glorifying them. Thank the producers, and suggest they add a recurring lesbian or gay character to counteract the overwhelmingly negative portrayals constantly popping up in other programs.

Write Stuart Kreisman and Chris Cluesf, Producers, Night Court, Warner Bros. Television, 4000 Warner Blvd., Building 7, Room 13, Burbank, CA 91522.

Reprinted from Gayspeak August 1990.

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Courts, Wills and Women

A new study of right-to-die cases has found that the courts treat women very differently from men.

According to the study, published in the current issue of Law, Medicine and Health Care, the courts are far less likely to give weight to a woman's wishes regarding life support than to a man's.

In a study of 22 right-to-die decisions from appeals courts in 14 states, Dr. Steven Miles found that women are consistently portrayed as less capable of rational decision-making than men. The cases studied are the bulk of the appellate decisions involving patients who had been mentally competent, but left no written directives for their care.

In such cases, judges may try to "construct" the patient's preference from evidence of his or her values.

"Women are referred to by their first names, and constructed as emotional, immature, unreflective and vulnerable to medical neglect, while men are called by their last names, and constructed as rational, mature, decisive, and assaulted by medical technology," Dr. Miles said. "Only women are described as curled in a fetal position, while men are described as having contractures, the medical term."

While a 31-year old woman's comments on life support were characterized as "offhand remarks made by a person when young," a 33-year old man's comments are characterized as "deeply held," showing "solemn intelligent determination."

The study found that in cases involving women, the courts said they could not construct the patient's preferences regarding life support in 12 of 14 cases, while in cases involving men, the court refused to construct the patient's preferences in only 2 of 8 cases.

JULY 23, 1990 NY TIMES

9/2/90

A18 GAZETTE TELEGRAPH

MILITARY

Admiral: Lesbians must go

Instructions are sent to officers

New York Times News Service

The commander of the Navy's surface Atlantic fleet has characterized lesbian sailors as "among the command's top performers" but told his officers that homosexual women must be vigorously rooted out of the service.

The instructions, from Vice Adm. Joseph S. Donnell to the officers in charge of nearly 200 ships and 40 shore installations in the Eastern half of the nation, offer a rare look at the reasoning behind the Pentagon policy that bars gay men and women from the armed forces.

The message says rooting out female homosexuals is particularly difficult because lesbians are "more aggressive than their male counterparts" and thus "intimidating" to those who might turn them in.

In addition, the message says, investigations may be "pursued halfheartedly" by officers because lesbian sailors are generally "hard-working, career-oriented, willing to put in long hours on the job and among the command's top performers."

(CONT. NEXT PAGE)

(Cont.)

Opponents of the Pentagon ban on homosexuals said the message pointed up hypocrisy of the policy.

"With a document like this, the Navy almost caricatures itself," said Rep. Gerry E. Studds, D-Mass., who is a homosexual. He made the message available.

"Dear God, if it is the Navy's policy to root out top performers, what is going on here? When any remotely fair-minded person thinks about this for two minutes, it collapses under its own weight. This is a telling example, and in and of itself a repudiation, of a bankrupt policy."

The message was sent to Studds, and to several feminist organizations and gay rights advocacy groups, by lesbian sailors on the East Coast who are alarmed by what seemed a newly aggressive posture.

The spokesman for the admiral, Lt. Cmdr. Ryland Dodge, said that the message was not meant as a signal that women would be targets of special enforcement.

"I don't read it that way," he said. "But I can see how someone might."

The message ends with instructions to officers: "Demonstrate equality in the treatment of male and female homosexuals. The problem won't just go away, so we must deal with it sensibly, and fairly, with due regard for the privacy interests of all."

According to Pentagon data, about 1,400 gay men and women are forcibly discharged each year, with lesbians let go at three times the rate of gay men.

Coming out: companies sanction gay support groups

By Lee Gomes
Knight-Ridder Newspapers

SAN JOSE, Calif. — If you were gay, there was a time when the last person you'd ever dream of telling was the boss.

But that's changing fast.

At a surprisingly large number of companies in Silicon Valley, gay and lesbian workers are not only "coming out" in the office, they are also organizing on-the-job support groups for each other.

Some of these groups, such as those at Apple Computer Inc., Sun Microsystems Inc. and Digital Equipment Corp., are sanctioned in one form or another by the companies — though not without occasional demonstrations of corporate skittishness.

At other firms, such as Hewlett-Packard Co. and IBM, the groups exist off-premises, as well-organized but informal networks.

"Repetition breeds comfort," said Scott Williams, an IBM programmer and an active member of the IBM group. "People are doing it more and more because there's more of a precedent for doing it."

While they mark an important advance for gay people, these groups usually act like nothing so much as old-fashioned social clubs. Many, though, also take on other roles, such as educating straight colleagues about gay issues or persuading their managements to ban sexual-orientation discrimination in their personnel policies.

But discrimination isn't a major issue to begin with. Tales of gay-related problems at work are rare — at least at the elite, liberal firms that tend to nurture the groups in the first place.

The general acceptance of gay people at many Silicon Valley companies brings up a question that group members hear all the time from well-meaning but perplexed straight co-workers: What exactly is the purpose of a support group apparently dedicated to what people do in bed? And why is that appropriate for the office?

In response, most gay people say it's to give them half a chance at engaging in the same daily office rituals that straight people take for granted.

"Sexual orientation affects a lot of things that straight people don't exclude from the workplace," said Robert Jesse, who directs a special projects team at Oracle Systems Corp., where he got top management's OK to form Oracle Lambda.

"Straight people wear rings on their fingers, or keep pictures of their spouses on their desks, or talk about who they spent the weekend with. Those are all ways heterosexuality is visible in the workplace," he said.

Not being able to acknowledge relationships, Jesse said, is but one of the ways that "being gay is a major life issue. I don't think straight people understand how major it is. And so it's important to be able to share those concerns with other gay people."

Denver Post File Photo

GAY VOICE: Denver magazine Quest reports on wide range of political news affecting gays. Publisher is Bob Schlaff, left, Randy Wren is advertising and marketing director.

> Groups give gays chance at engaging in the same daily office rituals as heterosexuals.

Most of the groups strive to be easygoing and educational with straight co-workers and non-adversarial with management. "We're here. We're gay. And we're not mad at you," is how Apple Lambda members told the Cupertino, Calif., company of the group's formation four years ago, said Bennet Marks, a programmer and one of its organizers.

How do the companies view this phenomenon? Well, it varies. Some go out of their way to help; others grin and bear it.

But some firms, even those with liberal social attitudes that sell their products into highly specialized technical markets, still steer clear of publicly linking themselves with anything as controversial as homosexuality.

Silicon Graphics Inc., for example, boasted of its permissive social attitudes — but then said it wouldn't let the San Jose Mercury News onto its Mountain View, Calif., property to take a group picture of its gay employees, who had already agreed to the shot.

And while interviews for this story were being conducted, similar inquiries were being made by the Los Angeles Times. One Tandem Computers Inc. employee had arranged to talk to the Times and had cleared the matter with his public relations department. But on the day of the interview, the employee was called by the office of Tandem's chairman and told he couldn't, after all, tell his story.

Any such treatment is somewhat ironic because gay employees, almost without exception, say they are more productive for not having to live with a big secret, and many say being in the spotlight of the group further spurs good work.

Corporate recruiting of talented gay workers is also said to be easier, and most employees say the existence of their group makes them even prouder of where they work.

The formation and recent rapid growth of these groups in Silicon Valley matches a trend at companies nationwide. Behind the trend is a slow decrease in social prejudice against gays and lesbians, as well as a slow increase in the ability of gay people to overcome internalized pressures against coming out. Another factor is the growing desire by many companies to encourage diversity in the workplace — along with the very modern tendency to form support groups for all manner of social bonds.

Classifieds

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INFORMATION GUIDE

Colorado Springs

U.C.C.S. - Gay & Lesbian Alliance: John Miller at 593-3108

PFLAG - Parents and Friends of Lesbians and Gays: Meets at 1:30 p.m. on the first Saturday of each month. Call 599-0520.

Battered Women Center (for all women): 633-3819.

S.O.S. (Sisters of Sappho): Meets every Thursday. Call the gay helpline at 471-4429.

Walking Tall (lesbian peer support): Call Pat Killen, 574-5865; or write P.O. Box 2665, Colorado Springs, CO 80901

Pikes Peak Metropolitan Community Church: Call 634-3771.

Together As One (lesbian bookstore): 2202 Sumter Drive. Call 473-2552.

NOW (National Organization for Women): Meets third Wednesday of each month. Call 574-5865.

G.A.A. (Gay Alcoholics Anonymous): Meets 8 p.m. Mondays and Fridays at Golden Acres Mobile Home Park in the Club House, 5150 Airport Road. Call AA hotline, 24 hours a day, 634-5020.

S-CAP (Southern Colorado AIDS Project): Call 578-9092.

Unite: Support/social group for singles and couples. Call helpline at 471-4429.

Ancient Mariner (mixed straight and gay bar): 962 Manitou Ave. Call 685-5503.

Hour Glass (mixed gay and lesbian bar): 2748 Airport Rd. Call 471-2104.

True Colors (mixed gay and lesbian bar): 1865 N. Academy Blvd. Call 637-0773.

Denver

P-FLAG (Parents and Friends of Lesbians and Gays): Call (303) 333-0286.

S.O.L. (Slightly Older Lesbians): Meets second Saturday of each month. Call (303) 388-8611.

XTC (lesbian bar): 2727 W. 6th Ave. Call (303) 892-9252.

Boulder

T.L.C. (The Lesbian Connection): Meets first Sunday of each month. P.O. Box 12312, Boulder, CO 80303.

National

The Fund For Human Dignity: New York-based toll-free crisis line. Call 1-800-SOS-GAYS or 1-800-767-4297. Hours are 3-8 p.m., Mondays-Fridays; 11-3 p.m. Saturdays.

Gateway Battered Women's Shelter (for lesbian battering): 24-hour hotline. Call 1-800-333-SAFE.

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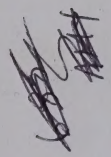

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